

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE Case Date Filed 10-CA-145614 2-3-14	
INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer F & D Huebner LLC d/b/a McDonalds & McDonald's Corp., as Joint and Single Employers		b. Number of workers employed 100+	
c. Address Store: 1567 US 70 Hwy W Garner, NC 27529-2555 McDonald's Corp., 2111 McDonald's Dr. Oak Brook, IL 60523	d. Employer Representative Store: (b) (6), (b) (7)(C) Corporate: Gloria Santana	e. Telephone No. (919) 772-9496	
f. Type of Establishment Restaurant	g. Identify principal product or service Food Service		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection s(1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. BASIS OF THE CHARGE <i>(Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</i> In or around late January 2015, the above named employer unlawfully interfered with, restrained, and coerced employees in the exercise of their rights under the Act by removing a union brochure from the break room bulletin board while permitting other non-McDonald's signs to be posted.			
3. Full name of party filing charge <i>(if labor organization, give full name, including local name and number)</i> Southern Workers Organizing Committee			
4a. Address <i>(street and number, city, state, and ZIP code)</i> 2220 N. Roxboro Ave. Durham, NC 27701		4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit <i>(to be filled in when charge is filed by a labor organization)</i>			
6. DECLARATION <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="width: 60%;">  <i>(Signature of representative or person making charge)</i> </div> <div style="width: 35%; text-align: right;"> Paul Smith, Attorney <i>(Title if any)</i> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 60%;"> Address <u>Patterson Harkavy LLP, 100 Europa Dr. Suite 420 Chapel Hill, NC 27517</u> (Date) <u>2/2/2015</u> </div> <div style="width: 35%; text-align: right;"> <u>919.942.5200</u> <i>(Telephone No.)</i> </div> </div>			
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)			



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
NLRB
Mobile App

February 3, 2015

Gloria Santona
McDonalds USA, LLC
2111 McDonalds Dr
Oak Brook, IL 60523-5500

(b) (6), (b) (7)(C)

F & D Heubner LLC d/b/a McDonalds & McDonald's Corp.,
as Joint and Single Employers
1567 US 70 Hwy W
Garner, NC 27529-2555

Re: F & D Heubner LLC d/b/a McDonalds & McDonald's Corp.,
as Joint and Single Employers
Case 10-CA-145614

Dear Ms. Santona, and **(b) (6), (b) (7)(C)**:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner JENNIFER G. CORBIN whose telephone number is (336)631-5196. If this Board agent is not available, you may contact Deputy Regional Attorney LISA R. SHEARIN whose telephone number is (336)631-5256.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the

February 3, 2015

facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By:



Scott C. Thompson
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

F & D Heubner LLC d/b/a McDonalds & McDonald's Corp., as Joint and Single Employers

CASE NUMBER

10-CA-145614

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (*Check the largest amount*)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (*If yes, name and address of association or group.*)**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRENAME AND TITLE (*Type or Print*)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**F & D HEUBNER LLC D/B/A MCDONALDS &
MCDONALD'S CORP., AS JOINT AND SINGLE
EMPLOYERS**

Charged Party

and

**SOUTHERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 10-CA-145614

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 3, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Gloria Santona
McDonalds USA, LLC
2111 McDonalds Dr
Oak Brook, IL 60523-5500

(b) (6), (b) (7)(C)

F & D Heubner LLC d/b/a McDonalds &
McDonald's Corp., as Joint and Single
Employers
1567 US 70 Hwy W
Garner, NC 27529-2555

February 3, 2015

Date

Lisa A. Davis, Designated Agent of NLRB

Name

/s/ Lisa A. Davis

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
NLRB
Mobile App

February 3, 2015

Southern Workers Organizing Committee
2220 N Roxboro Ave.
Durham, NC 27704-4343

Re: F & D Heubner LLC d/b/a McDonalds &
McDonald's Corp., as Joint and Single
Employers
Case 10-CA-145614

Dear Sir or Madam:

The charge that you filed in this case on February 03, 2015 has been docketed as case number 10-CA-145614. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner JENNIFER G. CORBIN whose telephone number is (336)631-5196. If this Board agent is not available, you may contact Deputy Regional Attorney LISA R. SHEARIN whose telephone number is (336)631-5256.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

February 3, 2015

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By:



Scott C. Thompson
Officer in Charge

cc: Paul Smith, ESQ.
Southern Workers Organizing Committee
100 Europa Drive
Suite 250
Chapel Hill, NC 27517

Raise Up : Whatever It Takes for \$15 and Union Rights

OCTOBER (b) (6), (b) (7)(C)

WHO WE ARE

Raise Up for \$15 is the Southern branch of the national Fight for \$15 movement. Our union, the Southern Workers Organizing Committee (SWOC), brings together fast food workers across the South to fight for \$15/hour and union rights. We are united as workers because we believe that sticking together is the only way to win what we deserve from billion dollar corporations like McDonald's and Burger King.

WHAT WE WANT

We want \$15 and union rights so that we can provide for our families and lift up our communities. **All workers, including fast food workers, deserve \$15/hour and rights on the job.** When workers don't make living wages, all of us suffer. Raising wages will benefit the entire economy.

WHY WE FIGHT

Hundreds of fast food workers in SWOC have gone on strike for \$15/hour and union rights in Virginia, North Carolina, South Carolina, Georgia and Alabama. Many of us went to Chicago for the McDonald's shareholder meeting to confront corporate greed. Instead of listening to their workers, they arrested 101 of us. On Sep 4, even more workers across the country participated in nonviolent civil disobedience and were arrested for standing up for our families. We are willing to do whatever it takes for \$15 and union rights, because we believe in building a better future for our children.

(b) (6), (b) (7)(C)

DID YOU KNOW...

- * McDonalds makes \$5.6 BILLION in profits alone every year**
- * Fast food CEOs make 1,200x more money than the average fast food worker**
- * The average CEO at fast food companies earned \$23.8 million in 2013**
- * The average fast food worker in NC makes \$8.56 an hour, less than less than \$19,000 per year for a full-time worker, though most of us do not get full-time hours**
- * McDonalds workers in Denmark on the other hand make more than \$20 an hour! How? They have a union contract.**

(b) (6), (b) (7)(C)

“The Fast Food Strikes Have Been A Stunning Success”
-Slate, 2014

SEP 4 #STRIKEFASTFOOD: Hundreds of Workers Arrested in Largest Fast Food Strike and Civil Disobedience in U.S. History

(b) (6), (b) (7)(C)

"I participated in civil disobedience because I want to make a change, not just for my future but for my family's future. I've struggled for so long and I need more money. It was an awesome feeling to know that I'm making a difference. Other workers need to see how the movement is growing and progressing throughout the whole country. If you're not out there you can't see and be a part of all the change that's being made."

-(b) (6), (b) (7)(C), McDonalds worker, Durham, North Carolina



**"We will not
back up.
We will not stop.
It is our time;
Right now!"**
-Reverend Barber,
President NC NAACP

JOIN THE FIGHT FOR \$15 IN THE SOUTH:



facebook.com/RaiseUpfor15

[@RaiseUpfor15](https://twitter.com/RaiseUpfor15)



[@raiseupfor15](https://www.instagram.com/raiseupfor15) or email us to get involved: info@raiseupfor15.org

From: [Corbin, Jennifer G.](#)
To: [Shearin, Lisa R.](#)
Subject: RE: 10-CA-145614- McDonald's
Date: Tuesday, February 17, 2015 1:41:00 PM

(b) (5), (b) (6), (b) (7)(C)

[REDACTED]

I will let Bonds know.

From: Shearin, Lisa R.
Sent: Tuesday, February 17, 2015 1:38 PM
To: Corbin, Jennifer G.
Subject: RE: 10-CA-145614- McDonald's

Am I recalling correctly that (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Corbin, Jennifer G.
Sent: Tuesday, February 17, 2015 1:33 PM
To: Shearin, Lisa R.
Subject: FW: 10-CA-145614- McDonald's

(b) (5), (b) (6), (b) (7)(C)

[REDACTED]

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Friday, February 13, 2015 10:56 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Is the Employer's position that the managers did not remove the union literature?

On Thu, Feb 12, 2015 at 3:10 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Thanks...unless we have first hand sightings on these cases they are just circumstantial.

From: Lauren Bonds <lauren.bonds@seiu.org>
Sent: Feb 12, 2015 3:08 PM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I reviewed my notes from my first conversation with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) didn't know if

anyone saw them remove the union literature. I will speak with (b) (6), (b) (7)(C) about who else was working that shift and see what I can find.

On Thu, Feb 12, 2015 at 2:50 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Attached it the (b) (6), (b) (7)(C), (b) (7)(D).

(b) (6), (b) (7)(C), (b) (7)(D)

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]

Sent: Tuesday, February 10, 2015 11:40 AM

To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

Sorry to change the location again but (b) (6), (b) (7)(C) determined the New Bern Avenue branch would be more convenient. Thanks!

1313 New Bern Avenue, Raleigh, NC 27610

On Tue, Feb 10, 2015 at 9:29 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:

I will be there (b) (6), (b) (7)(C).

Thanks!

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]

Sent: Tuesday, February 10, 2015 9:28 AM

To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jenny,

(b) (6), (b) (7)(C) suggested a change of location. Can you meet at a library in Raleigh? (b) (6), (b) (7)(C) will work.

- Cameron Village Regional Library
- 1930 Clark Ave
- Raleigh, NC 27605

On Mon, Feb 9, 2015 at 4:35 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:

I can be there on (b) (6), (b) (7)(C) Can (b) (6), (b) (7)(C) meet me at the union office around (b) (6), (b) (7)(C)?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]

Sent: Monday, February 09, 2015 4:25 PM

To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

This is the first charge we have filed at this store and I believe we have only been organizing there since October 2014.

(b) (6), (b) (7)(C) is our only witness. (b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) is available to speak with you anytime on (b) (6), (b) (7)(C) with a preference for (b) (6), (b) (7)(C). Are you available either of those days?

We typically do our RDU board affidavits in Durham at the union office but I can also find another location if you would like.

Best,

Lauren

On Mon, Feb 9, 2015 at 9:00 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Sounds good.

Have there been any other charges filed at this site? What is the organizing history at this location?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 09, 2015 8:53 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I think we will only have one witness. (b) (6), (b) (7)(C) should have (b) (6), (b) (7)(C) work schedule for the rest of the week and I will let you know (b) (6), (b) (7)(C) availability as soon as I hear back.

Best,

Lauren

On Mon, Feb 9, 2015 at 8:47 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Hello Lauren-

Just let me know how many witnesses you have and send me their contact information.

I will try to meet up with them this week if possible. Thanks!

From: Paul Smith [mailto:psmith@pathlaw.com]
Sent: Friday, February 06, 2015 1:38 PM
To: Corbin, Jennifer G.
Cc: lauren.bonds@seiu.org
Subject: RE: 10-CA-145614- McDonald's

Hi Jennifer --

Lauren Bonds is going to handle the leg work on this one. I've cc'd her on this e-mail.

Thanks,

Paul

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 420
Chapel Hill, NC 27517
[\(919\) 942-5200](tel:9199425200)
[\(866\) 397-8671](tel:8663978671) fax
www.pathlaw.com

-----Original Message-----

From: Corbin, Jennifer G. [<mailto:Jennifer.Corbin@nrlb.gov>]
Sent: Thu 2/5/2015 3:46 PM
To: Paul Smith
Subject: 10-CA-145614- McDonald's

Mr. Smith-

I have been assigned to this case. I wanted to get in touch with you to find out what witnesses you have for affidavits.

Thanks!

Jennifer Corbin, Board Agent

National Labor Relations Board, SubRegion 11

4035 University Parkway, Suite 200

P.O. Box 11467

Winston-Salem, NC 27116-1467

(Office) [336.631.5196](tel:336.631.5196)

(Fax) [336.631.5210](tel:336.631.5210)

--

Lauren Bonds
Law Fellow
Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

From: [Shearin, Lisa R.](#)
To: [Corbin, Jennifer G.](#)
Subject: Re: 10-CA-145614- McDonald's
Date: Friday, February 27, 2015 1:41:25 PM

Aft I it through sf let me read aff and look at what we have. Based on our earlier discussion that sounds right but let me oil at the file

I'm still at lunch

Sent from my iPhone

On Feb 27, 2015, at 12:56 PM, "Corbin, Jennifer G." <Jennifer.Corbin@nlrb.gov> wrote:

(b) (5)



From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Friday, February 27, 2015 11:27 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Great. Thank you.

On Fri, Feb 27, 2015 at 11:11 AM, Corbin, Jennifer G.
<Jennifer.Corbin@nlrb.gov> wrote:
The end of next week.
Thanks!

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Friday, February 27, 2015 11:06 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

We are working on it. (b) (6), (b) (7)(C) saw the managers looking at the flyer and most likelywitnessed them remove it. We are trying to determine what (b) (6), (b) (7)(C) saw and whether (b) (6), (b) (7)(C) would be willing to speak with you.

I imagine we are coming up on a deadline. When is the latest we could provide

(b) (6), (b) (7)(C)

Best,

Lauren

On Fri, Feb 27, 2015 at 10:59 AM, Corbin, Jennifer G.
<Jennifer.Corbin@nrlrb.gov> wrote:
Do you have any additional witnesses to present for this case?

From: Corbin, Jennifer G.
Sent: Friday, February 13, 2015 11:22 AM
To: Lauren Bonds

Subject: Re: 10-CA-145614- McDonald's

I do not have a response from the Employer yet. But, I would assume that's what it will be.

From: Lauren Bonds <lauren.bonds@seiu.org>
Sent: Feb 13, 2015 10:55 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Is the Employer's position that the managers did not remove the union literature?

On Thu, Feb 12, 2015 at 3:10 PM, Corbin, Jennifer G.
<Jennifer.Corbin@nrlrb.gov> wrote:
Thanks...unless we have first hand sightings on these cases they are just circumstantial.

From: Lauren Bonds <lauren.bonds@seiu.org>
Sent: Feb 12, 2015 3:08 PM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I reviewed my notes from my first conversation with (b) (6), (b) (7)(D) and (b) (6), (b) (7)(D) said that (b) (6), (b) (7)(D) didn't know if anyone saw them remove the union literature. I will speak with (b) (6), (b) (7)(D) about who else was working that shift and see what I can find.

On Thu, Feb 12, 2015 at 2:50 PM, Corbin, Jennifer G.
<Jennifer.Corbin@nrlrb.gov> wrote:

Attached it the (b) (6), (b) (7)(C), (b) (7)(D).

(b) (6), (b) (7)(C), (b) (7)(D)

Can you provide me with anyone who did?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Tuesday, February 10, 2015 11:40 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

Sorry to change the location again but (b) (6), (b) (7)(C) determined the New Bern Avenue branch would be more convenient. Thanks!

1313 New Bern Avenue, Raleigh, NC 27610

On Tue, Feb 10, 2015 at 9:29 AM, Corbin, Jennifer G.
<Jennifer.Corbin@nlrb.gov> wrote:
I will be there (b) (6), (b) (7)(C).
Thanks!

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Tuesday, February 10, 2015 9:28 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jenny,

(b) (6), (b) (7)(C) suggested a change of location. Can you meet at a library in Raleigh? (b) (6), (b) (7)(C) will work.

- Cameron Village Regional Library
- 1930 Clark Ave
- Raleigh, NC 27605

On Mon, Feb 9, 2015 at 4:35 PM, Corbin, Jennifer G.
<Jennifer.Corbin@nlrb.gov> wrote:
I can be there on (b) (6), (b) (7)(C) Can (b) (6), (b) (7)(C) meet me at the union office around (b) (6)?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 09, 2015 4:25 PM
To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

This is the first charge we have filed at this store and I believe we have only been organizing there since October 2014.

(b) (6), (b) (7)(C) is our only witness, (b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) is available to

Speak with you anytime on (b) (6), (b) (7)(C) with a preference for (b) (6), (b) (7)(C). Are you available either of those days?

We typically do our RDU board affidavits in Durham at the union office but I can also find another location if you would like.

Best,

Lauren

On Mon, Feb 9, 2015 at 9:00 AM, Corbin, Jennifer G.

<Jennifer.Corbin@nlrb.gov> wrote:

Sounds good.

Have there been any other charges filed at this site? What is the organizing history at this location?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]

Sent: Monday, February 09, 2015 8:53 AM

To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I think we will only have one witness. (b) (6), (b) (7)(C) should have (b) (6), (b) (7)(C) work schedule for the rest of the week and I will let you know (b) (6), (b) (7)(C) availability as soon as I hear back.

Best,

Lauren

On Mon, Feb 9, 2015 at 8:47 AM, Corbin, Jennifer G.

<Jennifer.Corbin@nlrb.gov> wrote:

Hello Lauren-

Just let me know how many witnesses you have and send me their contact information.

I will try to meet up with them this week if possible. Thanks!

From: Paul Smith [mailto:psmith@pathlaw.com]

Sent: Friday, February 06, 2015 1:38 PM

To: Corbin, Jennifer G.

Cc: lauren.bonds@seiu.org

Subject: RE: 10-CA-145614- McDonald's

Hi Jennifer --

Lauren Bonds is going to handle the leg work on this one. I've cc'd her on this e-mail.

Thanks,

Paul

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 420
Chapel Hill, NC 27517
[\(919\) 942-5200](tel:(919)942-5200)
[\(866\) 397-8671](tel:(866)397-8671) fax
www.pathlaw.com

-----Original Message-----

From: Corbin, Jennifer G. [<mailto:Jennifer.Corbin@nrlb.gov>]
Sent: Thu 2/5/2015 3:46 PM
To: Paul Smith
Subject: 10-CA-145614- McDonald's

Mr. Smith-

I have been assigned to this case. I wanted to get in touch with you to find out what witnesses you have for affidavits.

Thanks!

Jennifer Corbin, Board Agent

National Labor Relations Board, SubRegion 11

4035 University Parkway, Suite 200

P.O. Box 11467

Winston-Salem, NC 27116-1467

(Office) [336.631.5196](tel:336.631.5196)

(Fax) [336.631.5210](tel:336.631.5210)

--

Lauren Bonds
Law Fellow
Service Employees International Union

--

Lauren Bonds
Law Fellow
Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

From: [Shearin, Lisa R.](#)
To: [Corbin, Jennifer G.](#)
Subject: Re: McDonalds
Date: Saturday, February 28, 2015 11:20:54 AM
Attachments: [image001.png](#)

Ok that's actually good. (b) (5)

[REDACTED]

[REDACTED]

Sent from my iPhone

On Feb 27, 2015, at 7:23 PM, "Corbin, Jennifer G." <Jennifer.Corbin@nlrb.gov> wrote:

(b) (5), (b) (7) is (b) (6), (b) (7)(C).

Bonds is going to see if (b) (6), (b) (7)(C) will give an affidavit.

From: "Shearin, Lisa R." <Lisa.Shearin@nlrb.gov>
Sent: Feb 27, 2015 5:15 PM
To: "Shearin, Lisa R." <Lisa.Shearin@nlrb.gov>; Corbin, Jennifer G.
Subject: RE: McDonalds

I should also add if (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

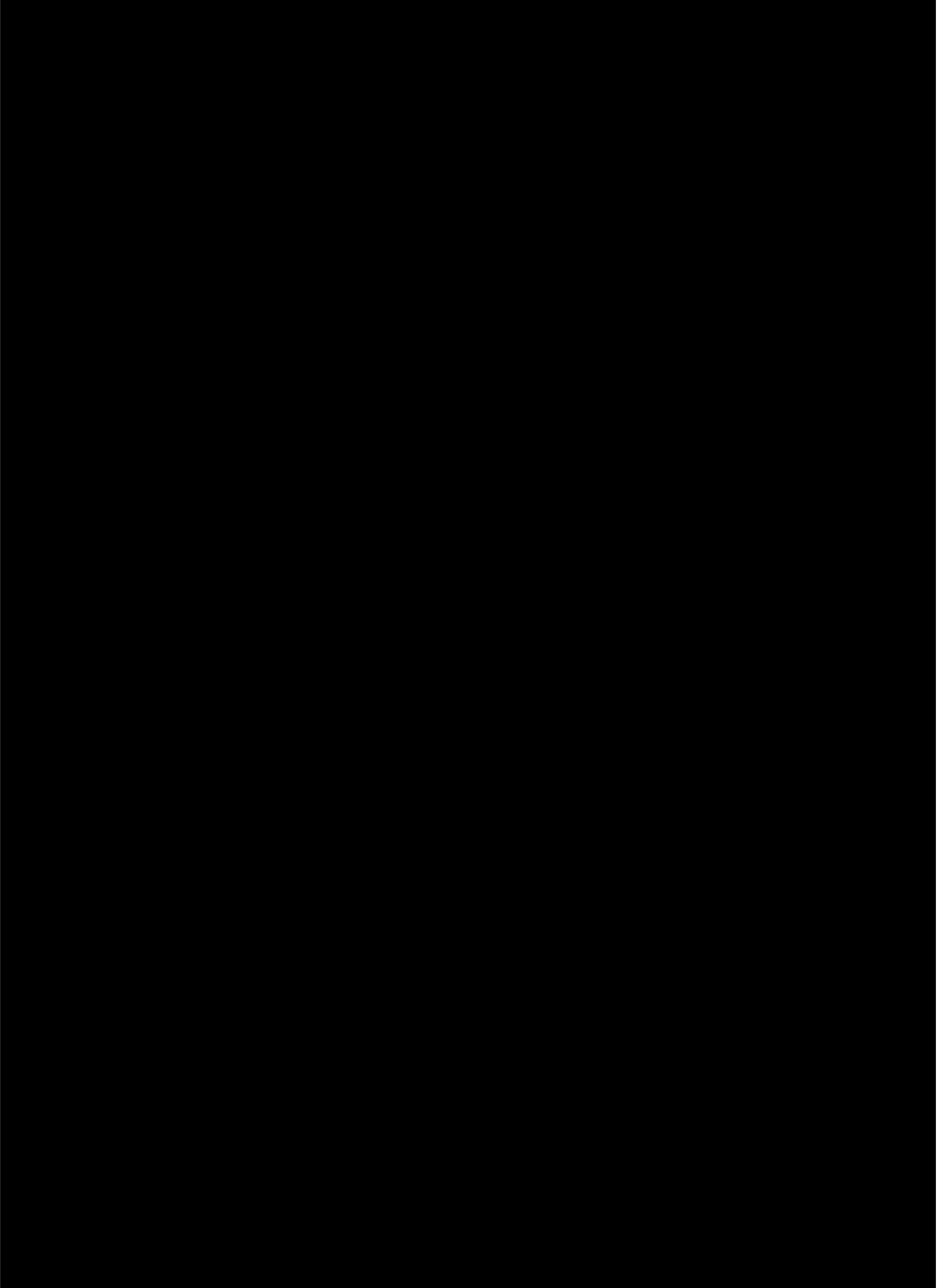
From: Shearin, Lisa R.
Sent: Friday, February 27, 2015 4:41 PM
To: Corbin, Jennifer G.
Subject: McDonalds

(b) (5)

The charge alleges: only removal of U literature, while allowing other literature to be posted.

(b) (5), (b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)



(b) (5), (b) (6), (b) (7)(C)

<image001.png>

From: [Shearin, Lisa R.](#)
To: [Corbin, Jennifer G.](#)
Subject: McDonalds
Date: Wednesday, March 4, 2015 8:39:34 AM

Just as a reminder-(b) (5)

[REDACTED]

Thanks.

From: [Corbin, Jennifer G.](#)
To: [Lauren Bonds](#)
Subject: RE: 10-CA-145614- McDonald's
Date: Tuesday, March 10, 2015 11:53:00 AM

No luck getting (b) (6), (b) (7)(C) or any other employees who saw mgt. with the literature?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Friday, February 27, 2015 11:27 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Great. Thank you.

On Fri, Feb 27, 2015 at 11:11 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
The end of next week.
Thanks!

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Friday, February 27, 2015 11:06 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

We are working on it. (b) (6), (b) (7)(C) saw the managers looking at the flyer and most likely witnessed them remove it. We are trying to determine what (b) (6), (b) (7)(C) saw and whether (b) (6), (b) (7)(C) would be willing to speak with you.

I imagine we are coming up on a deadline. When is the latest we could provide (b) (6), (b) (7)(C)

Best,

Lauren

On Fri, Feb 27, 2015 at 10:59 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Do you have any additional witnesses to present for this case?

From: Corbin, Jennifer G.
Sent: Friday, February 13, 2015 11:22 AM
To: Lauren Bonds

Subject: Re: 10-CA-145614- McDonald's

I do not have a response from the Employer yet. But, I would assume that's what it will be.

From: Lauren Bonds <lauren.bonds@seiu.org>
Sent: Feb 13, 2015 10:55 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Is the Employer's position that the managers did not remove the union literature?

On Thu, Feb 12, 2015 at 3:10 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Thanks...unless we have first hand sightings on these cases they are just circumstantial.

From: Lauren Bonds <lauren.bonds@seiu.org>
Sent: Feb 12, 2015 3:08 PM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I reviewed my notes from my first conversation with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) didn't know if anyone saw them remove the union literature. I will speak with (b) (6), (b) (7)(C) about who else was working that shift and see what I can find.

On Thu, Feb 12, 2015 at 2:50 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Attached it the (b) (6), (b) (7)(C), (b) (7)(D).

(b) (6), (b) (7)(C), (b) (7)(D)

Can you provide me with anyone who did?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Tuesday, February 10, 2015 11:40 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

Sorry to change the location again but (b) (6), (b) (7)(C) determined the New Bern Avenue branch would be more convenient. Thanks!

1313 New Bern Avenue, Raleigh, NC 27610

On Tue, Feb 10, 2015 at 9:29 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
I will be there (b) (6), (b) (7)(C).
Thanks!

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Tuesday, February 10, 2015 9:28 AM

To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jenny,

(b) (6), (b) (7)(C) suggested a change of location. Can you meet at a library in Raleigh? (b) (6), (b) (7)(C) will work.

- Cameron Village Regional Library
- 1930 Clark Ave
- Raleigh, NC 27605

On Mon, Feb 9, 2015 at 4:35 PM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
I can be there on (b) (6), (b) (7)(C) Can (b) (6), (b) (7)(C) meet me at the union office around (b) (6), (b) (7)(C)

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 09, 2015 4:25 PM
To: Corbin, Jennifer G.

Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

This is the first charge we have filed at this store and I believe we have only been organizing there since October 2014.

(b) (6), (b) (7)(C) is our only witness. (b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) is available to speak with you anytime on (b) (6), (b) (7)(C) with a preference for (b) (6), (b) (7)(C) Are you available either of those days?

We typically do our RDU board affidavits in Durham at the union office but I can also find another location if you would like.

Best,

Lauren

On Mon, Feb 9, 2015 at 9:00 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Sounds good.
Have there been any other charges filed at this site? What is the organizing history at this location?

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 09, 2015 8:53 AM
To: Corbin, Jennifer G.
Subject: Re: 10-CA-145614- McDonald's

Hi Jennifer,

I think we will only have one witness. (b) (6), (b) (7)(C) should have (b) (6), (b) (7)(C) work schedule for the rest of the week and I will let you know (b) (6), (b) (7)(C) availability as soon as I hear back.

Best,

Lauren

On Mon, Feb 9, 2015 at 8:47 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:
Hello Lauren-

Just let me know how many witnesses you have and send me their contact information.

I will try to meet up with them this week if possible. Thanks!

From: Paul Smith [mailto:psmith@pathlaw.com]

Sent: Friday, February 06, 2015 1:38 PM

To: Corbin, Jennifer G.

Cc: lauren.bonds@seiu.org

Subject: RE: 10-CA-145614- McDonald's

Hi Jennifer --

Lauren Bonds is going to handle the leg work on this one. I've cc'd her on this e-mail.

Thanks,

Paul

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 420
Chapel Hill, NC 27517
[\(919\) 942-5200](tel:(919)942-5200)
[\(866\) 397-8671](tel:(866)397-8671) fax
www.pathlaw.com

-----Original Message-----

From: Corbin, Jennifer G. [mailto:Jennifer.Corbin@nlrb.gov]

Sent: Thu 2/5/2015 3:46 PM

To: Paul Smith

Subject: 10-CA-145614- McDonald's

Mr. Smith-

I have been assigned to this case. I wanted to get in touch with you to find out what witnesses you have for affidavits.

Thanks!

Jennifer Corbin, Board Agent

National Labor Relations Board, SubRegion 11

4035 University Parkway, Suite 200

P.O. Box 11467

Winston-Salem, NC 27116-1467

(Office) [336.631.5196](tel:336.631.5196)

(Fax) [336.631.5210](tel:336.631.5210)

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

Agent's Direct Dial: (336)631-5196

March 12, 2015

Doreen S. Davis, Attorney
Jones Day
222 East 41st Street
New York, NY 10017-6702

Michael S. Ferrell, Attorney
Andrew G. Madsen, Attorney
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601

Carolyn M. Ollie, Attorney
Martin K. Appointee, Attorney
LaPointe Law, P.C.
1200 Shermer Rd Ste 310
Northbrook, IL 60062-4563

Re: F & D Heubner LLC d/b/a McDonalds &
McDonald's Corp., as Joint and Single
Employers
Case 10-CA-145614

Dear Counsel:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-referenced matter. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

Allegations: The charge alleges that on or about January 21, 2015, the Employer removed union literature from the employee break room bulletin board. Specifically, evidence has been presented that on this date, (b) (6), (b) (7)(C) (late name unknown) and (b) (6), (b) (7) (last name and title unknown)¹ went into the employee break room and removed union literature from the employee bulletin board.

¹ While (b) (6), (b) (7)(C) last name and title are unknown, it is believed that (b) (6) works out of the F & D Huebner, LLC (b) (6), (b) (7)(C).

Board Affidavits: I am requesting to take affidavits from (b) (6), (b) (7)(C) and any other individuals you believe have information relevant to the investigation of this matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge. Please contact me by March 18, 2015 to schedule these affidavits.

Documents: Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. Provide the full name and title for (b) (6), (b) (7)(C) and confirm that they are 2(11) supervisors under the NRLA.
2. Provide a list of all employees working for the Employer at this location in January 2015 and their contact information.
3. Confirm that the Employer maintains a bulletin board in the employee break room and detail what items are posted on the board by the Employer and/or employees.
4. If the Employer maintains any rules/policies in regard to posting on the bulletin board provide or detail those rules.
5. Provide a response to the allegation that (b) (6), (b) (7)(C) removed union literature from this bulletin board.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter by March 26, 2015. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to www.nlrb.gov, select **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by the due date or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (336)631-5196, or e-mail, jennifer.corbin@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

JENNIFER A. CORBIN
Field Examiner

From: [Lauren Bonds](#)
To: [Corbin, Jennifer G.](#)
Subject: Re: McD's 10-CA-145614
Date: Friday, April 10, 2015 9:36:30 AM

Hi Jennifer,

I think we will withdraw for right now. (b) (6), (b) (7)(C) is swamped getting ready for the strike and did not have a chance to circle back with the workers. Let me know if you need anything else to withdraw.

On Fri, Apr 10, 2015 at 9:29 AM, Corbin, Jennifer G. <Jennifer.Corbin@nrlrb.gov> wrote:

No information for another possible witness?

If not, do you want to go ahead and withdraw it?

From: Corbin, Jennifer G.
Sent: Tuesday, April 07, 2015 9:12 AM
To: 'Lauren Bonds'
Subject: RE: McD's 10-CA-145614

Sounds good.

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Tuesday, April 07, 2015 9:11 AM
To: Corbin, Jennifer G.
Subject: Re: McD's 10-CA-145614

Hi Jennifer,

Sorry for the delay. I needed to check in with (b) (6), (b) (7)(C). Can I call you in 30 minutes?

Thanks

Lauren

On Tue, Apr 7, 2015 at 9:07 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:

Can you call me on this today?

I see that the charge was filed by Paul Smith- do I need to ask him about withdrawing or dimssing the charge?

From: Corbin, Jennifer G.
Sent: Monday, April 06, 2015 11:57 AM
To: 'Lauren Bonds'
Subject: RE: McD's 10-CA-145614

Absent additional evidence, the Region will not be issuing a complaint in this case. Give me call and we can discuss it.

Thanks!

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Monday, March 30, 2015 2:30 PM
To: Corbin, Jennifer G.
Subject: Re: McD's 10-CA-145614

Hi Jennifer,

I will reach out to (b) (6), (b) (7)(C) and see what I can figure out.

Thanks

Lauren

Sent from my iPhone

On Mar 27, 2015, at 2:35 PM, "Corbin, Jennifer G." <Jennifer.Corbin@nlrb.gov> wrote:

Do you have any additional witnesses who can testify about the bulletin board at this facility?

I need additional evidence that employees are permitted to post items on it.

Thanks-

Jennifer Corbin, Board Agent

National Labor Relations Board, SubRegion 11

4035 University Parkway, Suite 200

P.O. Box 11467

Winston-Salem, NC 27116-1467

(Office) [336.631.5196](tel:336.631.5196)

(Fax) [336.631.5210](tel:336.631.5210)

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow
Service Employees International Union

From: [Shearin, Lisa R.](#)
To: [Corbin, Jennifer G.](#)
Subject: FW: Coordination: McDonald's 10-CA-145614
Date: Monday, April 13, 2015 10:14:36 AM

From: Shearin, Lisa R.
Sent: Sunday, February 15, 2015 11:57 AM
To: Jaffe, Leah Z.
Cc: Corbin, Jennifer G.
Subject: Coordination: McDonald's 10-CA-145614

This is to let you know that a charge was recently filed in this Region:
F & D Huebner LLC d/b/a/ McDonalds and McDonald's Corp., as Joint and Single ERs

From: [Shearin, Lisa R.](#)
To: [Corbin, Jennifer G.](#)
Subject: FW: McD's 10-CA-145614
Date: Monday, April 13, 2015 10:27:11 AM

Should be last one!

From: Shearin, Lisa R.
Sent: Tuesday, April 07, 2015 2:12 PM
To: Corbin, Jennifer G.
Subject: RE: McD's 10-CA-145614

Ok-good work. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

From: Corbin, Jennifer G.
Sent: Tuesday, April 07, 2015 2:00 PM
To: Shearin, Lisa R.
Subject: McD's 10-CA-145614

I spoke with Bonds today (b) (5)

[REDACTED]

[REDACTED]

[REDACTED] I explained that the Region would not be finding merit to the case unless she could provide additional witnesses (b) (5)

[REDACTED]

[REDACTED] She said that she will withdraw the case (b) (5)

[REDACTED]

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Tuesday, April 07, 2015 9:11 AM
To: Corbin, Jennifer G.
Subject: Re: McD's 10-CA-145614

Hi Jennifer,

Sorry for the delay. I needed to check in with (b) (6), (b) (7)(C). Can I call you in 30 minutes?

Thanks

Lauren

On Tue, Apr 7, 2015 at 9:07 AM, Corbin, Jennifer G. <Jennifer.Corbin@nlrb.gov> wrote:

Can you call me on this today?

I see that the charge was filed by Paul Smith- do I need to ask him about withdrawing or dismissing the charge?

From: Corbin, Jennifer G.
Sent: Monday, April 06, 2015 11:57 AM
To: 'Lauren Bonds'
Subject: RE: McD's 10-CA-145614

Absent additional evidence, the Region will not be issuing a complaint in this case. Give me call and we can discuss it.
Thanks!

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Monday, March 30, 2015 2:30 PM
To: Corbin, Jennifer G.
Subject: Re: McD's 10-CA-145614

Hi Jennifer,

I will reach out to (b) (6), (b) (7)(C) and see what I can figure out.

Thanks

Lauren

Sent from my iPhone

On Mar 27, 2015, at 2:35 PM, "Corbin, Jennifer G." <Jennifer.Corbin@nrlrb.gov> wrote:

Do you have any additional witnesses who can testify about the bulletin board at this facility?

I need additional evidence that employees are permitted to post items on it.

Thanks-

Jennifer Corbin, Board Agent
National Labor Relations Board, SubRegion 11
4035 University Parkway, Suite 200
P.O. Box 11467
Winston-Salem, NC 27116-1467
(Office) [336.631.5196](tel:336.631.5196)
(Fax) [336.631.5210](tel:336.631.5210)

--

Lauren Bonds
Law Fellow
Service Employees International Union

MEMORANDUM

TO: File

DATE: March 30, 2015

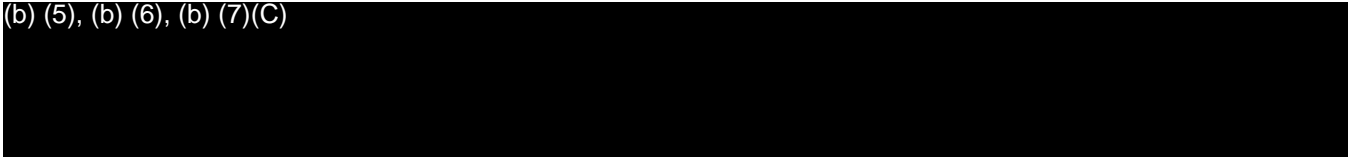
RE: F & D Heubner LLC d/b/a McDonalds & McDonald's Corp., as Joint and Single
Employers
Case 10-CA-145614

FROM: JENNIFER G. CORBIN, FIELD EXAMINER

CONVERSATION WITH

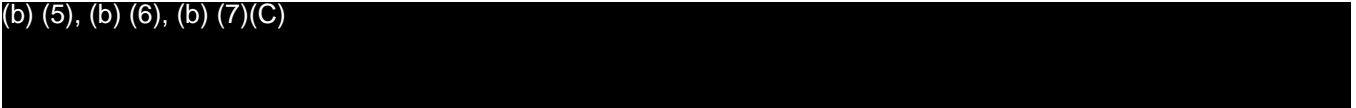
(b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)




There are two tables and 6 chairs in the room. The bulletin board starts on the wall to your right as you come into the room and wraps around to the center wall.

(b) (5), (b) (6), (b) (7)(C)



Case Name: F & D Heubner LLC d/b/a McDonalds & McDonald's Corp., as Joint and Single Employers
Case No.: 10-CA-145614
Agent: [AGENT NAME AND TITLE]

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
2/3/15	Paul Smith	Phone	Address for Garner was not recognized in NxGen. Penny Googled Employer's and USPS' website for address and called Smith for permission to correct address to 1567 US 70 Hwy W. He ok'd.
(b) (5), (b) (6)	(b) (5), (b) (6)		Called and asked (b) (5), (b) (6), (b) (7)(C) 

Date	Person Contacted	Method of Contact	Description of Contact or Activity



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

April 14, 2015

Gloria Santona
McDonalds USA, LLC
2111 McDonalds Dr
Oak Brook, IL 60523-2199

Doreen S. Davis, Attorney
Jones Day
222 East 41st Street
New York, NY 10017-6702

Andrew G. Madsen, Esq.
Michael S. Ferrell, Attorney
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601

Martin K. LaPointe, Esq.
Caralyn M. Olie, Attorney at Law
LaPointe Law, P.C.
1200 Shermer Rd Ste 310
Northbrook, IL 60062-4563


Re: F & D Heubner LLC d/b/a McDonalds &
McDonald's Corp., as Joint and Single
Employers
Case 10-CA-145614

Ladies and Gentlemen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By: 
Scott C. Thompson
Officer in Charge

cc:

(b) (6), (b) (7)(C)

F & D Heubner LLC d/b/a McDonalds &
McDonald's Corp., as Joint and Single
Employers
1567 US 70 Hwy W
Garner, NC 27529-2555

Paul Smith, Esq.
Southern Workers Organizing Committee
100 Europa Drive, Suite 250
Chapel Hill, NC 27517

Southern Workers Organizing Committee
2220 N Roxboro Ave.
Durham, NC 27704-4343